

DIAA Board of Directors' Special Meeting
Tuesday, October 29, 2019 – 9:00 A.M.
Townsend Building – 2 nd Floor Cabinet Room
401 Federal St. Dover, DE 19904

Minutes

I. Opening

A. Call to Order

The meeting was called to order at 9:01 am by Chairperson Dr. Bradley Layfield.

B. Roll Call

The following DIAA Board members were present: Dr. Kathleen Andrus, Mike Breeding, Robert Cilento, Dr. Evelyn Edney, Dr. Kevin Fitzgerald, Bruce Harris, Jeremy Jeanne, Dr. Bradley Layfield, Chuck Little, Robert Watson, Stan Waterman, Mike Hart, and Michael Rodriguez, Associate Secretary of Education. Gary Cimaglia, Executive Director, Laura Makransky, Deputy Attorney General, and DIAA staff Donna Polk and Amoscita Rodriguez were also in attendance. Dr. Bradley Bley, Matt Donovan, Vetra Evans-Gunter, and Douglas Thompson were unable to attend.

C. Approval of Agenda

Dr. Fitzgerald made a motion to approve the agenda. The motion was seconded by Mr. Laws and carried by a unanimous vote of 12 and 0 no.

II. Action Items

A. Interim help during Fall Tournaments

Mr. Cilento made a motion (10:14 am) to move into Executive Session to discuss specific candidates to provide interim help during Fall Tournaments; the motion was seconded by Mr. Laws.

The Board moved into executive session; Mr. Jeanne motioned that the Board exit Executive session to discuss the specific needs of DIAA. The motion was seconded by Mr. Laws. The Board came out of executive session (10:18 am).

Ms. Polk informed the Board that additional assistance is needed to complete the preparing of tournament tickets, tournament programs and to assist with the preparation for committee meetings. The person would be required to work 20 to 25 hours per week. Dr. Fitzgerald asked if funds were available to cover the cost of adding temporary staff. There is a line item for “contractual service” and there is \$300,000 available.

Dr. Fitzgerald made a motion to hire a temporary employee for a maximum of 25 hours per week contingent upon funding availability during the Fall tournament season. The motion was seconded by Mr. Laws and carried by a vote of 11-yes and 0-no.

B. Hiring process for a new Executive Director and how the executive director’s responsibilities and duties will be handled or addressed between November 1, 2019 and the start date of a new executive director+

Mr. Cimaglia informed that Board that he accepted a position to work nationally with Special Olympics and November 1st would be his final day of employment with the Department of Education. Mr. Cimaglia thanked the Board and the DIAA staff for the opportunity to work with them.

Ms. Makransky informed the Board that twice in the past, screening and interview committees were created to select and hire an executive director; Ms. Makransky also stated that the Board could decide as a whole how to select and hire the next executive director. Mr. Laws suggested that DOE handle the hiring process.

Jeanette Hammon, representative from DOE Human Resources, was present and informed the Board that the time period for selecting and hiring a candidate could take up to 30 days; it includes two weeks of posting the position, interview and selection. The position could be posted as soon “tomorrow”.

Mr. Rodriguez reminded the Board that the DIAA is currently under Sunset review and whatever method of selection and hiring should be above board. DOE has always taken control of the hiring process because in the past the process has been “tainted.

Ms. Makransky stated that the Board can enter into a limited service contractual agreement with an interim. Ms. Hammon stated that someone hired on a limited service contract would have a limited income, especially if they were a retiree. Ms. Hammon also stated that if a retiree is hired as a casual/seasonal employee it is required that they had been separated from the department for at least six months.

Ms. Makransky then read the specific duties/responsibilities of the executive director position.

Mr. Jeanne made a motion to move into executive session to discuss specific candidates for the interim position and the motion was seconded by Mr. Hart. Ms. Polk and Mr. Cimaglia were excused from the Executive Session (9:31 am).

The Board came out of deliberation and then came out of executive session to vote on the matter (10:01 am).

Dr. Fitzgerald made a motion that the Board authorize the Department of Education to begin negotiations with candidate #1 for contractual services to act as the Interim Executive Director of DIAA for a period of time from Mr. Cimaglia’ s departure until a new executive director is appointed. The motion was seconded by Mr. Cilento and carried by a unanimous vote of 13-yes and 0-no.

The position would be posted on the Join Delaware Schools Consortium, NIAAA and NFHS websites.

Member of the Board would have to recuse themselves from the hiring process if they provided a recommendation for a candidate.

Mr. Laws requested that DE include Board members on the screening and interview committees.

C. Creating an Ad Hoc Committee for Coaching Out of Season

Mr. Cimaglia suggested that the Board create a committee that would welcome input from various entities/constituent groups regarding coaching out of season. 1006.3.2.2 does allow the Board to appoint another committee. Ms. Polk stated that she would like to request proposals of what associates are seeking regarding this.

Mr. Laws made a motion to table this topic and the motion was seconded by Mr. Watson.

III. Other Items for Discussion Only

- Consistency of tournament manuals- to be discussed at December Board meeting
- Dr. Fitzgerald commended and thanked Mr. Cimaglia for his involvement on the DIAA Board of Directors

IV. Public Comment

Meghan and Steven McDonald, parents from Sussex County whose daughter plays volleyball. They expressed their disappointment in the length of time the Board is taking to make a decision regarding coaching out of season. They would like action to be taken.

Trina Leclerc – Thanked Mr. Cimaglia for all that he did during his short tenure as Executive Director. She also expressed her concern that action be taken regarding coaching out of season.

V. Adjournment

Mr. Laws made a motion to adjourn the meeting and it was seconded by Dr. Edney. The meeting adjourned at 11:23 am.